

Appendix A

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**Table 1: Demographics of Survey Respondents by Marital Status and Presence of Dependents,
California State Employees, N=4000**

	All	With Dependents	No Dependents	Partner	Single
<u>GENDER</u>					
Male	48%	49%	48%	55%	30%
Female	52%	51%	52%	45%	70%
<u>AVERAGE AGE</u>					
	46	44	49	47	45
<u>AGE CATEGORIES</u>					
21 to 35	15%	17%	13%	13%	20%
36 to 45	30%	38%	18%	30%	28%
46 to 55	39%	35%	45%	40%	35%
Over 55	17%	11%	25%	17%	17%
<u>RACE/ETHNICITY</u>					
White	70%	67%	73%	71%	65%
Hispanic	12%	12%	11%	11%	13%
Black	7%	7%	7%	6%	9%
Asian	8%	9%	6%	8%	9%
Other	4%	4%	3%	4%	3%
<u>HOUSEHOLD ANNUAL INCOME</u>					
Less than \$40,000	12%	13%	11%	6%	30%
\$40,000-\$59,999	24%	24%	24%	19%	38%
\$60,000-\$79,999	26%	26%	28%	28%	22%
\$80,000-\$100,000	18%	18%	16%	22%	5%
More than \$100,000	20%	20%	22%	26%	5%
<u>COUNTY-WORK</u>					
Sacramento	40%	38%	41%	39%	41%
Los Angeles	9%	9%	10%	9%	11%
Other	51%	53%	48%	52%	48%
<u>COUNTY-LIVE</u>					
Sacramento	32%	30%	34%	30%	36%
Los Angeles	8%	7%	9%	7%	10%
Other	61%	63%	57%	63%	54%

Table 2: Family Profiles, California State Employees, N=4000

Married/Partnered	73%
Dual Earner Families ^a	53%
Single, No Dependents	12%
Parents ^b	44%
Single Parents	9%
Expect children in next 5 years	19%
Expect adult dependent in next 5 years	50%
<u>DEPENDENTS</u>	63%
Children Only	34%
Elders Only	11%
Both Children and Elders	15%
<u>CHILDREN</u>	
Number of Children	
None	56%
1 Child	18%
2 Children	18%
3 or More Children	8%
Age	
Under 2	7%
Age 2 to 5	8%
Age 6 to 12	20%
Age 13 to 18	13%
<u>ADULTS</u> ^c	
Average age	66
Resides with worker	42%
Average years providing care	5.3
Median years providing care	3
Average days per year providing care	87
Median days per year providing care	20
Dependent adults under 55	20%

^a Dual earner families were defined as those that had a spouse/partner who worked at least 20 hours per week

^b Parents were defined as those with children under the age of 18 that reside at least part-time with the worker

^c Percentages are based only on those that have adult dependents, N=1038

Table 3: Work Profiles, California State Employees, N=4000**SCHEDULES**

Full-Time	96%
Traditional Hours	85%
Regular Posted Shift	80%
Evening Shifts	2%
Variable Shift	3%
Residential Shift	1%

DAILY WORK COMMUTE

Average Time	51 minutes
Average Distance	34 miles

WORKSITE LOCALE

Urban	59%
Suburban	19%
Rural	19%

UNION MEMBERSHIP

Union	66%
Non-Union	34%

RANK AND FILE**83%**

Unit 1 CSEA, Administrative	18.7%
Unit 2 ACSA, Attorneys	1.6%
Unit 3 CSEA, Education	1.3%
Unit 4 CSEA, Office	15.5%
Unit 5 CAHP, Highway Patrol	3.1%
Unit 6 CCPOA, Corrections	13.1%
Unit 7 CAUSE, Protective Services	3.3%
Unit 8 CDF, Firefighters	1.6%
Unit 9 PECG, Engineers	4.9%
Unit 10 CAPS, Scientific	1.2%
Unit 11 CSEA, Technician	1.3%
Unit 12 IUOE, Craft/Maintenance	5.6%
Unit 13 IUOE, Stationary Engineers	0.4%
Unit 14 CSEA, Printing	0.6%
Unit 15 CSEA, Custodial	2.2%
Unit 16 UAPD, Physicians	0.7%
Unit 17 CSEA, Nurses	1.8%
Unit 18 CAPT, Psychiatric Technicians	3.2%
Unit 19 AFSCME Health/Social Services	2.1%
Unit 20 CSEA Medical/Social Services	0.9%
Unit 21 CSEA, Education Consultants	0.3%

MANAGEMENT**17%**

Supervisory	12.2%
Management	2.0%
Excluded	1.8%
Confidential	1.0%

**Table 4: Resident Status and Sources of Care for Child and Adult Dependents,
California State Employees with Dependents, N=1847**

	Children	Adults
<u>RESIDENT STATUS</u>		
Full-time	82%	33%
Part-time	9%	14%
None	9%	53%
<u>SOURCES OF CARE</u>		
Parental ^a	33%	30%
Relative ^b	20%	22%
Non-Relative ^c	10%	13%
Center ^d	21%	17%
None/Other ^e	16%	18%
Average Hours per Day	5.7	9.8
Average Days per Week	4	5
Average Weekly Cost ^f	\$67/\$85	\$172

^a Parental care includes non-working spouse, spouse working a different shift, self via telecommuting

^b Relative care includes relative in your home, relative in their home, older child

^c Non-relative care includes non-relative in your home, non-relative in their home

^d Center care includes after school program, child day care center, adult day care center, nursing home

^e None/Other includes none, older child care for themselves, other

^f Children average weekly costs are for In school/Out of school; elder costs are based on weighted averages of those responding; N=162

Table 5: Family and Work Issues by Gender, California State Employees with Dependents, N=1430

CARE PROBLEMS ^a	ALL	Male	Female
Cost of care *	74%	69%	78%
Coordinating schedules *	73%	70%	75%
Physical/Emotional strain *	71%	65%	77%
Quality of care *	67%	62%	71%
Finding needed services *	63%	57%	69%
Summer care * ^e	66%	61%	72%
School holiday care * ^e	65%	60%	69%
Emergency/Sick care *	61%	54%	69%
Finding care for school age children * ^e	60%	51%	69%
Reliability of care giver *	54%	51%	57%
Sudden loss of provider *	53%	46%	59%
Care for special needs adult ^f	52%	49%	53%
Work-related travel	51%	51%	51%
Transportation to care *	48%	44%	52%
Finding care for pre-school age children ^g	44%	45%	42%
Evening care *	41%	38%	44%
Overnight/Extended care *	42%	38%	46%
Weekend care *	39%	34%	44%
Care for special needs child	19%	21%	17%
WORK PROBLEMS ^a			
Excessive workload	59%	56%	61%
Scheduling vacation time	57%	56%	59%
Traveling on the job	56%	57%	54%
Participating in job training	52%	53%	51%
Accepting special assignments	50%	48%	51%
Working preferred hours *	49%	45%	54%
Accepting promotions	43%	41%	45%
Returning to work after birth of child *	28%	17%	39%
WORK INTERRUPTIONS ^b			
Telephone calls at work *	73%	68%	78%
Left work early *	60%	54%	65%
Missed work *	51%	47%	56%
Late to work *	45%	38%	51%
Lack of concentration *	38%	32%	43%
Considered quitting *	16%	11%	19%
IMPORTANCE OF FAMILY CARE ISSUES ^c			
Time off for family member illness *	85%	81%	88%
Flexibility in work hours *	70%	61%	79%
Time off for dependent's routine medical *	62%	54%	70%
Time off for children's school related activities	62%	60%	64%
Vacation programs for school age children *	45%	38%	51%
Assistance in finding affordable quality dependent care *	38%	29%	47%
Assistance with dependent care expenses *	38%	28%	47%
Parent education *	23%	19%	26%
Child care program for mildly ill children *	22%	18%	27%
Care for special needs dependent *	21%	17%	25%
MANAGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS ^d			
Time off for family member illness *	67%	62%	72%
Time off for dependents routine medical *	59%	52%	66%
Family Medical Leave Act *	53%	48%	57%
Time off for children's school related activities *	46%	41%	52%
Flexibility in setting work hours *	42%	37%	46%
Education *	28%	24%	33%
Telecommuting *	17%	21%	19%

* Significant at least at the p< 0.05

^a Percentages indicate workers reporting either a major or minor problem.^b Percentages indicate workers that reported interruptions due to family care responsibilities in the last three months.^c Percentages indicate workers that rated importance as '4' or '5' on a scale of 1-5.^d Percentages indicate workers that rated management support for the use of programs as '4' or '5' on a 1-5 scale.^e Only workers with school age children are included N=720^f Only workers with adult dependents are included N=432^g Only workers with pre-school age children are included N=368

**Table 6: Program Utilization and Lack of Awareness by Gender, California State Employees,
N=3350**

Existing Benefit Programs	Program Utilization ^a			Unaware of Programs		
	ALL	Male	Female	ALL	Male	Female
<u>LEAVE</u>						
Annual Leave Program ^{*/NS}	40%	46%	35%	5%	4%	5%
Bereavement Leave ^{*/NS}	21%	19%	23%	2%	2%	1%
Family Medical Leave Act ^{*/NS}	12%	11%	14%	5%	5%	5%
Holiday in Lieu *	22%	24%	20%	11%	9%	13%
Informal Leave ^{NS/*}	15%	15%	15%	5%	4%	6%
<u>SCHEDULE</u>						
Alternate Work Week ^{*/NS}	27%	24%	29%	6%	5%	6%
Exchange Days/Hours Off	33%	32%	35%	5%	5%	6%
Flextime ^{*/NS}	23%	19%	27%	7%	8%	7%
Telecommuting ^{*/NS}	14%	12%	16%	7%	7%	8%
<u>EDUCATION/TRAINING</u>						
Continuing Education Leave	9%	9%	9%	13%	12%	14%
Family School Partnership Act ^{NS/*}	4%	4%	3%	17%	15%	18%
Tuition Reimbursement ^{NS/*}	6%	5%	6%	15%	13%	16%
<u>EMPLOYEE ASSISTANCE</u>						
Employee Assistance Program (EAP) ^{*/NS}	17%	15%	19%	2%	2%	2%
Wellness Program *	10%	7%	12%	9%	7%	10%
<u>MISCELLANEOUS</u>						
Commute Program	8%	8%	9%	12%	11%	12%
FlexElect Program *	24%	23%	26%	4%	5%	4%
Group Legal Services Plan *	11%	9%	12%	2%	2%	1%
Life Insurance	13%	12%	14%	4%	4%	4%

* Significant at the p<.05 level

Different levels of significance for utilization and lack of awareness are indicated. NS=not significant

^a Percentages indicate workers who used the programs at least once in the past year

Table 7: Family Care and Work Problems by Age, California State Employees with Dependents, N=1430

CARE PROBLEMS ^a	AGE			
	21-35	36-45	46-55	Over 55
Cost of care *	81%	72%	69%	74%
Coordinating schedules	73%	72%	74%	72%
Physical/Emotional strain *	61%	69%	80%	76%
Quality of care	71%	64%	64%	70%
Finding needed services *	67%	60%	62%	74%
Summer care ^e	69%	68%	62%	56%
School holiday care ^e	63%	68%	61%	54%
Emergency/Sick care *	61%	56%	67%	75%
Finding care for school age children ^e	55%	60%	61%	65%
Reliability of care giver *	63%	50%	51%	62%
Sudden loss of provider *	59%	49%	51%	63%
Care for special needs adult * ^f	52%	41%	61%	52%
Work-related travel *	45%	54%	55%	42%
Transportation to care	47%	45%	53%	53%
Finding care for pre-school age children ^g	43%	48%	34%	44%
Evening care *	55%	38%	34%	27%
Overnight/Extended care *	50%	36%	47%	40%
Weekend care *	49%	36%	37%	32%
WORK PROBLEMS ^a				
Excessive workload *	49%	59%	65%	60%
Scheduling vacation time	61%	56%	57%	55%
Traveling on the job	53%	54%	60%	56%
Participating in job training *	59%	54%	45%	42%
Accepting special assignments	49%	51%	49%	43%
Working preferred hours *	56%	53%	41%	42%
Accepting promotions	44%	42%	44%	34%
Returning to work after birth of child *	38%	28%	24%	7%
WORK INTERRUPTIONS ^b				
Telephone calls at work *	64%	78%	74%	64%
Left work early *	52%	60%	66%	50%
Missed work *	57%	53%	50%	37%
Late to work *	47%	48%	44%	27%
Lack of concentration	34%	37%	42%	34%
Considered quitting *	24%	15%	12%	12%
IMPORTANCE OF FAMILY CARE ISSUES ^c				
Time off for family member illness *	83%	88%	84%	72%
Flexibility in work hours *	63%	75%	71%	62%
Time off for dependent's routine medical	57%	64%	63%	58%
Time off for children's school related activities *	68%	67%	58%	26%
Vacation programs for school age children *	46%	51%	39%	23%
Assistance in finding affordable quality dependent care *	46%	35%	34%	51%
Assistance with dependent care expenses *	47%	36%	33%	37%
Parent education *	27%	25%	19%	9%
Child care program for mildly ill children *	28%	24%	18%	14%
Care for special needs dependent *	17%	19%	23%	34%
MANAGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS ^d				
Time off for family member illness *	58%	70%	70%	66%
Time off for dependents routine medical *	49%	60%	61%	63%
Family Medical Leave Act	56%	53%	50%	55%
Time off for childrens school related activities *	39%	49%	49%	47%
Flexibility in setting work hours *	31%	41%	47%	51%
Education *	23%	26%	34%	29%
Telecommuting *	13%	16%	22%	37%

* Significant at least at the p< 0.05

^a Percentages indicate workers reporting either a major or minor problem.^b Percentages indicate workers that reported interruptions due to family care responsibilities in the last three months.^c Percentages indicate workers that rated importance as '4' or '5' on a scale of 1-5.^d Percentages indicate workers that rated management support for the use of programs as '4' or '5' on a 1-5 scale.^e Only workers with school age children are included N=720^f Only workers with adult dependents are included N=432^g Only workers with pre-school age children are included N=368

Table 8: Program Utilization and Lack of Awareness by Age, California State Employees, N=3350

Existing Benefit Programs	Program Utilization ^a				Unaware of Programs			
	21-35	36-45	46-55	Over 55	21-35	36-45	46-55	Over 5
<u>LEAVE</u>								
Annual Leave Program *	27%	33%	44%	56%	10%	5%	3%	2%
Bereavement Leave ^{NS/*}	20%	21%	22%	20%	3%	2%	1%	1%
Family Medical Leave Act *	16%	12%	11%	13%	5%	7%	3%	4%
Holiday in Lieu ^{NS/*}	19%	22%	23%	24%	16%	12%	9%	8%
Informal Leave ^{NS/*}	12%	16%	16%	13%	11%	6%	3%	3%
<u>SCHEDULE</u>								
Alternate Work Week ^{NS/*}	26%	29%	26%	24%	9%	7%	4%	3%
Exchange Days/Hours Off ^{*/NS}	45%	40%	27%	26%	6%	6%	4%	4%
Flextime *	19%	25%	23%	23%	13%	9%	5%	3%
Telecommuting *	9%	14%	17%	12%	12%	8%	6%	5%
<u>EDUCATION/TRAINING</u>								
Continuing Education Leave *	6%	9%	9%	12%	19%	18%	9%	7%
Family School Partnership Act *	5%	5%	3%	3%	25%	19%	14%	8%
Tuition Reimbursement ^{NS/*}	4%	6%	6%	5%	23%	18%	11%	8%
<u>EMPLOYEE ASSISTANCE</u>								
Employee Assistance Program (EAP) ^{*/NS}	16%	24%	14%	11%	3%	2%	2%	1%
Wellness Program ^{NS/*}	8%	10%	10%	9%	12%	10%	6%	6%
<u>MISCELLANEOUS</u>								
Commute Program *	7%	8%	10%	8%	16%	13%	9%	8%
FlexElect Program ^{*/NS}	19%	28%	25%	20%	6%	4%	4%	5%
Group Legal Services Plan ^{*/NS}	10%	13%	9%	12%	2%	2%	2%	1%
Life Insurance	10%	15%	13%	14%	5%	4%	4%	2%

* Significant at the p<.05 level

Different levels of significance for utilization and lack of awareness are indicated. NS=not significant

^a Percentages indicate workers who used the programs at least once in the past year

Table 9: Family and Work Issues by Type of Dependent, California State Employees with Dependents, N=1430

CARE PROBLEMS ^a	TYPE OF DEPENDENT		
	Children Only	Adult Only	Both
Cost of care *	70%	84%	78%
Coordinating schedules *	68%	89%	77%
Physical/Emotional strain *	63%	84%	83%
Quality of care *	60%	85%	73%
Finding needed services *	55%	86%	72%
Summer care ^e	66%	NA	70%
School holiday care ^e	64%	NA	68%
Emergency/Sick care *	54%	74%	73%
Finding care for school age children * ^c	58%	NA	67%
Reliability of care giver *	47%	73%	63%
Sudden loss of provider *	48%	55%	63%
Care for special needs adult * ^f	NA	62%	48%
Work-related travel *	49%	46%	57%
Transportation to care *	40%	73%	56%
Finding care for pre-school age children * ^g	41%	NA	55%
Evening care *	42%	19%	43%
Overnight/Extended care *	36%	46%	54%
Weekend care *	35%	37%	49%
WORK PROBLEMS ^a			
Excessive workload	58%	54%	62%
Scheduling vacation time *	56%	48%	63%
Traveling on the job *	55%	45%	60%
Participating in job training *	55%	29%	52%
Accepting special assignments *	49%	35%	56%
Working preferred hours *	51%	31%	52%
Accepting promotions *	43%	26%	46%
Returning to work after birth of child *	32%	5%	25%
WORK INTERRUPTIONS ^b			
Telephone calls at work *	70%	66%	81%
Left work early	58%	55%	64%
Missed work *	50%	46%	56%
Late to work *	47%	24%	49%
Lack of concentration *	30%	41%	51%
Considered quitting *	14%	9%	21%
IMPORTANCE OF FAMILY CARE ISSUES ^c			
Time off for family member illness *	86%	73%	87%
Flexibility in work hours	70%	69%	73%
Time off for dependent's routine medical *	61%	52%	67%
Time off for children's school related activities *	69%	21%	57%
Vacation programs for school age children *	50%	18%	40%
Assistance in finding affordable quality dependent care *	33%	46%	48%
Assistance with dependent care expenses *	62%	44%	47%
Parent education	22%	19%	25%
Child care program for mildly ill children	24%	19%	21%
Care for special needs dependent *	15%	35%	30%
MANAGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS ^d			
Time off for family member illness *	68%	75%	63%
Time off for dependents routine medical	59%	65%	57%
Family Medical Leave Act	54%	59%	50%
Time off for childrens school related activities *	49%	45%	41%
Flexibility in setting work hours *	39%	57%	40%
Education *	25%	39%	31%
Telecommuting *	16%	36%	20%

* Significant at least at the p< 0.05

^a Percentages indicate workers reporting either a major or minor problem.^b Percentages indicate workers that reported interruptions due to family care responsibilities in the last three months.^c Percentages indicate workers that rated importance as '4' or '5' on a scale of 1-5.^d Percentages indicate workers that rated management support for the use of programs as '4' or '5' on a 1-5 scale.^e Only workers with school age children are included N=720^f Only workers with adult dependents are included N=432^g Only workers with pre-school age children are included N=368

Table 10: Program Utilization and Lack of Awareness by Presence of Dependents, California State Employees, N=3350

Existing Benefit Programs	Program Utilization ^a		Unaware of Programs	
	Dependent	No Dependent	Dependent	No Dependent
<u>LEAVE</u>				
Annual Leave Program *	38%	43%	6%	3%
Bereavement Leave	22%	19%	2%	1%
Family Medical Leave Act *	14%	8%	7%	2%
Holiday in Lieu ^{NS/*}	23%	21%	13%	8%
Informal Leave *	17%	12%	7%	3%
<u>SCHEDULE</u>				
Alternate Work Week *	29%	24%	7%	4%
Exchange Days/Hours Off *	39%	24%	7%	3%
Flextime *	25%	20%	9%	4%
Telecommuting ^{NS/*}	14%	13%	9%	5%
<u>EDUCATION/TRAINING</u>				
Continuing Education Leave ^{NS/*}	9%	9%	16%	9%
Family School Partnership Act *	5%	1%	21%	11%
Tuition Reimbursement ^{NS/*}	6%	5%	18%	10%
<u>EMPLOYEE ASSISTANCE</u>				
Employee Assistance Program (EAP) *	19%	13%	3%	1%
Wellness Program *	12%	7%	11%	5%
<u>MISCELLANEOUS</u>				
Commute Program *	9%	7%	14%	7%
FlexElect Program *	27%	19%	6%	2%
Group Legal Services Plan *	13%	7%	2%	1%
Life Insurance ^{*/NS}	15%	11%	4%	3%

* Significant at the p<.05 level

Different levels of significance for utilization and lack of awareness are indicated. NS=not significant

^a Percentages indicate workers who used the programs at least once in the past year

Table 11: Family and Work Issues by Management Status, California State Employees with Dependents, N=1430

CARE PROBLEMS^a	MANAGEMENT STATUS	
	Rank and File	Management
Cost of care	73%	79%
Coordinating schedules *	72%	79%
Physical/Emotional strain	71%	72%
Quality of care	65%	72%
Finding needed services	63%	63%
Summer care ^e	65%	71%
School Holiday care * ^e	62%	74%
Emergency/Sick care *	59%	74%
Finding care for school age children ^e	60%	61%
Reliability of care giver	53%	56%
Sudden loss of provider	53%	52%
Care for special needs adult ^f	53%	40%
Work-related travel	48%	66%
Transportation to care	47%	56%
Finding care for pre-school age children ^g	46%	25%
Evening care	41%	35%
Overnight/Extended care	43%	39%
Weekend care	40%	32%
WORK PROBLEMS^a		
Excessive workload *	57%	65%
Scheduling vacation time	58%	54%
Traveling on the job *	53%	65%
Participating in job training	53%	47%
Accepting special assignments *	51%	42%
Working preferred hours	49%	48%
Accepting promotions	42%	46%
Returning to work after birth of child	28%	26%
WORK INTERRUPTIONS^b		
Telephone calls at work *	71%	81%
Lack of concentration	38%	38%
Missed work	52%	48%
Late to work *	43%	53%
Left work early *	57%	71%
Considered quitting	16%	13%
IMPORTANCE OF FAMILY CARE ISSUES^c		
Time off for family member illness	85%	83%
Flexibility in work hours	70%	74%
Time off for dependent's routine medical	61%	66%
Time off for children's school related activities	61%	64%
Vacation programs for school age children	45%	43%
Assistance in finding affordable quality dependent care *	40%	28%
Assistance with dependent care expenses	39%	32%
Parent education *	24%	16%
Child care program for mildly ill children *	25%	11%
Care for special needs dependent	22%	17%
MANAGEMENT SUPPORT FOR WORK-FAMILY PROGRAMS^d		
Time off for family member illness *	65%	79%
Time off for dependents routine medical *	56%	71%
Family Medical Leave Act *	52%	60%
Time off for childrens school related activities *	44%	61%
Flexibility in setting work hours *	39%	54%
Education *	26%	37%
Telecommuting *	16%	30%

* Significant at least at the p< 0.05

^a Percentages indicate workers reporting either a major or minor problem.^b Percentages indicate workers that reported interruptions due to family care responsibilities in the last three months.^c Percentages indicate workers that rated importance as '4' or '5' on a scale of 1-5.^d Percentages indicate workers that rated management support for the use of programs as '4' or '5' on a 1-5 scale.^e Only workers with school age children are included N=720^f Only workers with adult dependents are included N=432^g Only workers with pre-school age children are included N=368

Table 12: Program Utilization and Lack of Awareness by Management Status, California State Employees, N=3350

Existing Benefit Programs	Program Utilization ^a		Unaware of Programs	
	Rank and File	Management	Rank and File	Management
<u>LEAVE</u>				
Annual Leave Program *	35%	60%	5%	2%
Bereavement Leave	21%	20%	2%	1%
Family Medical Leave Act *	14%	4%	5%	2%
Holiday in Lieu ^{NS/*}	23%	20%	12%	9%
Informal Leave ^{NS/*}	14%	16%	6%	3%
<u>SCHEDULE</u>				
Alternate Work Week *	28%	23%	6%	3%
Exchange Days/Hours Off *	35%	25%	5%	3%
Flextime *	22%	29%	8%	3%
Telecommuting *	12%	25%	8%	3%
<u>EDUCATION/TRAINING</u>				
Continuing Education Leave *	10%	6%	14%	7%
Family School Partnership Act ^{NS/*}	4%	2%	17%	11%
Tuition Reimbursement ^{NS/*}	6%	5%	16%	7%
<u>EMPLOYEE ASSISTANCE</u>				
Employee Assistance Program (EAP) *	18%	13%	2%	1%
Wellness Program ^{NS/*}	9%	11%	9%	5%
<u>MISCELLANEOUS</u>				
Commute Program *	8%	12%	12%	8%
FlexElect Program *	23%	28%	5%	2%
Group Legal Services Plan ^{*/NS}	11%	8%	2%	1%
Life Insurance ^{*/NS}	12%	20%	4%	2%

* Significant at the p<.05 level

Different levels of significance for utilization and lack of awareness are indicated. NS=not significant

^a Percentages indicate workers who used the programs at least once in the past year

Tables 13: Barriers to Program Utilization by Gender, Age, Presence of Dependents,

Management Status, and Race/Ethnicity, California State Employees, N=3345

BARRIERS TO PROGRAM UTILIZATION ^a	ALL	Male	Female
Lack of awareness of programs	51%	50%	51%
Lack of assistance and information	40%	40%	40%
Inconsistent application of policies	32%	31%	33%
Usage will harm employment	31%	29%	32%
Supervisor resistance	24%	23%	25%
Co-Worker resistance *	13%	10%	15%

	AGE			
BARRIERS TO PROGRAM UTILIZATION ^a	21-35	36-45	46-55	Over 55
Lack of awareness of programs *	72%	57%	43%	32%
Lack of assistance and information *	51%	46%	35%	27%
Inconsistent application of policies *	37%	38%	30%	21%
Usage will harm employment *	38%	39%	27%	14%
Supervisor resistance *	30%	27%	23%	13%
Co-Worker resistance *	14%	15%	12%	7%

	DEPENDENTS	
BARRIERS TO PROGRAM UTILIZATION ^a	Dependent	No Dependent
Lack of awareness of programs *	58%	39%
Lack of assistance and information *	45%	31%
Inconsistent application of policies *	37%	24%
Usage will harm employment *	36%	21%
Supervisor resistance *	28%	18%
Co-Worker resistance *	15%	8%

	MANAGEMENT STATUS	
BARRIERS TO PROGRAM UTILIZATION ^a	Rank and File	Management
Lack of awareness of programs *	54%	36%
Lack of assistance and information *	43%	24%
Inconsistent application of policies *	36%	16%
Usage will harm employment *	34%	16%
Supervisor resistance *	26%	13%
Co-Worker resistance *	14%	6%

	ETHNICITY/RACE	
BARRIERS TO PROGRAM UTILIZATION ^a	White	Non- White
Lack of awareness of programs *	47%	57%
Lack of assistance and information *	36%	47%
Inconsistent application of policies *	29%	38%
Usage will harm employment *	29%	35%
Supervisor resistance *	22%	26%
Co-Worker resistance *	10%	17%

* Significant at the p<.05 level

^a Percentages indicate workers reporting either a major or minor problem.

Tables 14: Support for Program Innovations by Gender, Age, Presence of Dependents, and Employee Status, California State Employees, N=3585

PROGRAM INNOVATIONS ^a	ALL	Male	Female
Use of leave for family members illness and medical *	76%	72%	80%
Flexible work schedules *	66%	59%	73%
Expansion of FMLA *	51%	45%	57%
Domestic violence assistance	48%	42%	56%
Dependent care subsidies *	41%	34%	47%
Shared funding for center based care *	35%	29%	41%
After hours school care *	41%	34%	49%
Workplace violence training *	39%	34%	46%
Expansion of the Family School Partnership Act *	30%	25%	34%
Assistance for dependents college tuition	47%	48%	47%
Family care resource and referral *	43%	37%	48%

AGE				
PROGRAM INNOVATIONS ^a	21-35	36-45	46-55	Over 55
Use of leave for family members illness and medical *	81%	81%	74%	71%
Flexible work schedules *	75%	73%	64%	50%
Expansion of FMLA *	66%	54%	46%	43%
Domestic violence assistance	49%	49%	49%	49%
Dependent care subsidies *	56%	48%	35%	26%
Shared funding for center based care *	55%	43%	25%	24%
After hours school care	54%	49%	34%	33%
Workplace violence training	37%	42%	39%	42%
Expansion of the Family School Partnership Act *	41%	36%	24%	22%
Assistance for dependents college tuition *	57%	56%	44%	29%
Family care resource and referral *	52%	47%	38%	38%

DEPENDENTS		
PROGRAM INNOVATIONS ^a	Dependents	No Dependents
Use of leave for family members illness and medical *	80%	70%
Flexible work schedules *	69%	61%
Expansion of FMLA *	56%	43%
Domestic violence assistance	47%	51%
Dependent care subsidies *	48%	28%
Shared funding for center based care *	41%	25%
After hours school care *	46%	33%
Workplace violence training	40%	39%
Expansion of the Family School Partnership Act *	35%	21%
Assistance for dependents college tuition *	57%	31%
Family care resource and referral *	46%	36%

MANAGEMENT STATUS		
PROGRAM INNOVATIONS ^a	Rank and File	Management
Use of leave for family members illness and medical *	77%	73%
Flexible work schedules *	67%	61%
Expansion of FMLA *	54%	39%
Domestic violence assistance	49%	49%
Dependent care subsidies *	42%	35%
Shared funding for center based care *	36%	32%
After hours school care	42%	42%
Workplace violence training	40%	40%
Expansion of the Family School Partnership Act *	31%	24%
Assistance for dependents college tuition *	48%	42%
Family care resource and referral	43%	41%

* Significant at the p<.05 level

^a Percentages indicate workers that rated support for these programs as '4' or '5' on a 1-5 scale.